

5 July 1979

MEMORANDUM FOR: Director of Personnel

FROM

:



Chief, Career Management Staff

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SUBJECT

:

Operations Directorate Comments on
D Professional Accession Projections

1. We are in general agreement that the attached Office of Personnel study on D Professional Accession Projections provides the best estimates and desirable age distribution that can be made of the numbers of new professional level personnel needed over the next five-year period. We expect that as the period progresses, we will be able to provide additional data and insight to the Office of Personnel which will help to adjust and even possibly improve or refine the projections.

2. In reviewing our requirements as we see them now*, we believe that the projected input of professional personnel should roughly approximate the following broad categories expressed as percentages of the annual total projected input levels.

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Operations Officers

Linguists

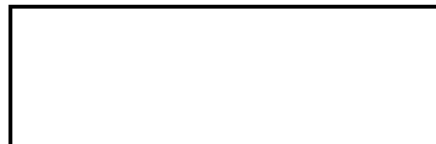
I.O. Generalists

ADP Specialists

Special Operations & Covert Action Specialists

Other (including internal upward mobility)

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NOTE: *The Directorate is in the process of reexamining its component tables of organization from a zero base prospective. This process should be completed around the end of the current fiscal year. It could result in some changes in the above requirements - but we do not have reason to think they will be substantial.



TAB

D Professional Accession Projections

Objective:

(a) To identify a level of professional inputs consistent with replacement needs and a desirable age structure. (U)

If the desired goal is to maintain the current level of professional personnel in the DDO, then the replacement needs will have to be equal to projected losses. (U)

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(d) The age distribution of incoming professional personnel can have a considerable impact on the overall age distribution of D Professional personnel. Policies which effect this distribution should be closely examined for this long-term impact. (U)

(e) Grade distribution projections are dependent on promotion policies and requirements. As these areas are more clearly defined, the Plans Staff has models to deal with the required projections. (U)

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